



Position Title	Impact Lead, Partnership Programs, and Ventures	Type	FT-Permanent
Department	Impact	Salary	\$95,000 - \$120,000
Reports to	Director, Innovation, Evaluation & Partnerships	Updated	Feb 2025

About the Children's Aid Foundation of Canada

Children's Aid Foundation of Canada (CAFC) is our country's leading charity dedicated to improving the lives of children and youth growing up in the child welfare system. We work with three priority populations: Children and families at risk, children and youth in government care and youth transitioning out of care.

We raise and grant funds and deliver a wide range of high-impact programs and services in partnership with 114 child- and youth-serving agencies across the country. Last year we raised over \$18.4M to support 16,073 children, youth and families across Canada to ultimately bring us closer to a future where all families, children and young people involved with the child welfare system live meaningful lives and thrive. Recognizing the disparities with the system, we partner with communities disproportionately impacted by child welfare including but not limited to Indigenous, Black and other racialized children and youth to prioritize funding, high-impact programming and systemic solutions to advance outcomes and address overrepresentation.

Our vision is a future where the children and youth we serve have the strength and resilience to create a lifetime of their own unstoppable successes.

To learn more about us, [please visit our website](#).

To better understand our impact, please watch our '[Investing in the Future, Today](#)' video.

The Opportunity

Children's Aid Foundation of Canada seeks a mission-focused individual who loves working on and contributing to effective teams to join our organization.

Reporting to the Director, Innovation, Evaluation and Partnerships, the Impact Lead, Partnerships, Programs, and Ventures is responsible for developing and managing strategic partnerships that align with and advance the Foundation's mission and Impact Framework. With a focus on achieving outcomes, this role involves building strong multi-sector partnerships, co-designing concepts, stewarding the delivery of programs and ventures, and supporting efforts to sustain and scale programs and ventures. This position will be key to ensuring that the Foundation is well positioned to advance meaningful outcomes and systems solutions within our four focus areas (education, employment, mental health and wellbeing, and strong families and lifelong connections).

Your responsibilities will include:

- Build and maintain a deep understanding of the child welfare ecosystem that includes program/service delivery, system partners, strategic intermediaries, and investors across jurisdictions in Canada
- Build and maintain a deep understanding of the research and evidence-based underpinning our Impact Framework, theory of change and investments into partnership programs and ventures

- Cultivate and nurture relationships with cross-sectors leaders and individuals with lived experience, who are committed to advancing outcomes and systems solution with and for children and youth impacted by child welfare.
- Identify and cultivate potential partnerships for CAFC engagement by discerning alignment and the potential for impact of any new programs and ventures. Actively pursue the strongest opportunities for collaboration and co-investment. Advocate for programs and ventures that address key system and service gaps, respond to persistent issues within the current state and drive meaningful, measurable outcomes.
- Develop and maintain a healthy pipeline of evidence-based programs and innovative ventures, ensuring alignment with CAFC's focus areas to support strategic investment
- Draft and develop concept notes and/or investment memos with prospective partners, ensuring alignment with CAFC's focus areas and associated goals.
- Build and manage a portfolio of partnerships with the goal to invest \$5-6M per year to achieve outcomes for children and youth, with a focus on education and employment
- Steward the delivery of new partnership programs and ventures, fulfilling CAFC responsibilities within the partnership, monitoring progress towards key outcomes and milestones, ensuring reporting requirements are met, supporting the evaluation of programs and ventures, and championing continuous learning and iteration throughout the program delivery cycle.
- Support program and venture evaluation by tracking the submission of reports from program partners and venture stakeholders, assisting with data collection and analysis, and ensuring that all relevant performance data is captured for reporting and continuous improvement.
- Support partners to leverage results and advance efforts to scale and sustain proven programs and ventures
- Support the production of program reports and stewardship activities, sharing program and venture outcomes, lessons learned, and success stories to build trust and maintain strong relationships with donors. Highlight the alignment between program impact, venture outcomes, and donor interests.
- Facilitate knowledge management and mobilization within and across programs and ventures by leveraging data for learning, evaluating results, documenting lessons learned, and sharing this knowledge to improve future funding decisions, advocacy, and program scale and sustain strategies. Encourage partners to share knowledge, resources, and best practices to drive innovation and impact.
- Assist with CAFC and Impact team projects and priorities, collaborating with other departments and teams to ensure alignment across the Foundation and progress toward organizational objectives and key results and programmatic goals.
- Develop and maintain program and venture policies and procedures manuals, ensuring consistency, compliance, and alignment with CAFC's strategic priorities and the Impact Framework.
- Fulfil administrative requirements related to active partnerships and those in development, including document management, call notes, drafting CAFC MOUs, release of payments, working in Blackbaud Grantmaking database etc.
- Represent CAFC at events, participating in relevant forums, conferences, and networking opportunities to raise the Foundation's profile, share knowledge, and foster relationships with key stakeholders.
- Complete other duties as assigned to support the broader goals and priorities of the Impact team and the Foundation.

Essential Qualifications:

- Significant relevant experience, typically five+ years, in partnership development, stewardship of active partnerships, network building, outcomes-based investing and program management
- Relevant post-secondary degree or an equivalent combination of education and experience
- Developing partnerships and stewarding the delivery of programs or ventures
- Ability to conduct research, analyze trends, and apply insights to inform decision-making and strategic development
- Applying a systems thinking, equity analysis, and ecosystem mindset to partnership and new program development
- Advancing meaningful and measurable outcomes for children and youth through multi-sector partnerships, programs and ventures
- Convening partners and allies from across sectors for strategic co-design, network weaving, and knowledge sharing
- Nurture diversity, equity and inclusion by valuing, encouraging, and supporting differences and incorporate diverse perspectives in decision making, bringing cultural competency to the work
- Able to manage divergent and competing interests with respect, integrity and care
- Excellent interpersonal and relationship development and management skills; strength-based, solutions-focused collaborator with diverse stakeholders, including youth, colleagues and partners, maintaining a positive work environment
- Experience managing projects and own work by setting and following schedules and timelines
- Strong ability to establish priorities, work independently and excellent organization, planning, time management and administrative skills
- Excellent communications skills, both oral and written, including report writing and editing skills
- Experience starting new initiatives and using an entrepreneurial approach to solving all work challenges
- Energized by building and maintaining relationships with stakeholders, applicants, grantees, staff, volunteers, and external stakeholders
- Intermediate to advanced program evaluation skills
- Proficiency in the MS Office Suite, skilled use of video conferencing tools (including MS Teams and Zoom), and data management system

Assets (Nonessential):

- Experience working in/with the not-for-profit/charitable sector, philanthropic sector or government
- Experience working in child welfare, social services, or with Indigenous-led or Black-led organizations
- Experience working with donors and/or development teams
- Experience with Blackbaud Grantmaking or other grantmaking online platforms
- Experience planning and facilitating meetings
- Lived experience of child welfare
- Ability to speak French

CAFC as an Employer

Children's Aid Foundation of Canada acknowledges that the Foundation's main office is in Toronto, which is the traditional territory of many nations including the Mississaugas of the Credit, the Anishinaabeg, the Chippewa, the Haudenosaunee, and the Wendat peoples and is now home to many diverse First Nations, Inuit and Métis. The area now known as Toronto is covered by Treaty 13. Children's Aid Foundation of Canada is committed to supporting meaningful reconciliation between Indigenous peoples and others in these lands and across Canada.

CAFC provides equal employment opportunities to employees regardless of their gender, race, religion, age, disability, sexual orientation or marital status. We welcome and strongly encourage applications from equity seeking groups, including Indigenous and Black peoples. We offer a family-friendly environment

that allows for flexible work arrangements in order to support staff diversity and ensure a healthy work-life balance.

The foundation is committed to the principles of the Accessibility for Ontarians with Disabilities Act (AODA). As such, we strive to make our recruitment process as accessible as possible and provide accommodation as required for applicants with disabilities. If you require any accommodations at any stage of the recruitment process, please contact careers@cafdn.org

WHY WORK WITH US

At CAFC, we prioritize your well-being and professional fulfillment by offering:

- A 35-hour workweek to support work-life balance
- A hybrid model, with a mixed blend of remote work and 2-3 days in office
- The opportunity to make a meaningful impact on child welfare
- A generous compensation package, including: 4 weeks' vacation package, plus 3 float days, participation in the OMERS Defined Pension Plan with contributions matched 100% by the employer, a comprehensive benefits (including medical, dental, life and disability) package, Employee Assistance Program and a competitive salary.
- A welcoming, supportive, and collaborative work culture that embraces CAFC's VOICE values.

Our VOICE Values:

- Vital Learning & Innovation
- Open Communication
- Inclusion & Diversity
- Care & Compassion
- Empowering Accountability

HOW TO APPLY

To apply, please submit your current resume and a covering letter in one single document, detailing how your qualifications align with this opportunity and CAFC 's mission to careers@cafdn.org and include "Impact Lead, Partnership Programs, and Ventures" in the subject line of your email by Friday, March 28. Applications will be reviewed as they are submitted. You are encouraged to apply early as we are motivated to fill this role as soon as possible.

We thank all candidates for their interest in the work of Children's Aid Foundation of Canada. Only candidates selected for an interview will be contacted due to high applicant volumes. No telephone inquiries please.

WHAT TO EXPECT IN OUR INTERVIEW PROCESS

We value transparency and want to ensure you feel prepared and supported throughout our hiring process. Here is what you can expect:

Initial conversation: A 30-minute virtual conversation with one of our team members to discuss your interest in the role and CAFC and how you can make an impact.

First interview: A 1-hour meeting (in-person or virtual) with the Hiring Manager and relevant team members. We will discuss your skills and how they align with the team's needs. We will also answer any questions you have about the role, our culture, and the impact we strive to make.

Second interview: A 1-hour in-person meeting with the Hiring Manager and different team members, depending on the role, it can be our CEO! This stage might include presenting a short pre-assigned case study or discussion of role-specific scenarios.

We look forward to getting to know you and sharing what makes CAFC such a special place to work.